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Q & A m E E D

Maybe a
briefing for
a New Member
of Com

1. Of the total number of professionals hired during FY 1987, what percentage were minorities?

Answer: 9.3% of professionals hired in FY 1987 were minorities. professionals overall were hired, of those were minorities. 14% of technicals hired in FY 1987 were minorities. technicals overall were hired, of those were minorities.

2. We have found out that Government-wide, 10% of the engineers are minorities. What are we doing to hire more minorities? (Here we are looking for Muppies, the Stokes program, etc.).

Answer: Using ads to specifically note that the Agency is looking for minorities in occupational areas where we have requirements; recruiters have joined minority associations; C/ROD has joined the Association for National Merit Scholarship Program for high school students; encouraging more component interviews of minorities; and established a mandatory goal of 20% of all recruiter cases that must be minorities; sponsoring minority symposiums and placement directors' seminars; assigning minorities to our recruitment staff including annuitants.

3. We understand the PATB may have problems with cultural bias. What are we doing to remove this bias from this testing instrument? (This question is not specifically for us to answer, but John wanted you to have it in case you have any input).

Answer: Components are being encouraged to interview and not to just rely on PATB results. We are inviting three minority placement directors to review the PATB in late March to see if there is a problem with cultural bias. FYI: students are not required to take the PATB.

4. How is the NAPA study going? (Give a brief status report saying we are cooperating.).

Answer: The NAPA Study Group is still in the process of information gathering and have had no problems responding to all data requests.

5. We understand that the average grade level for Federal Government employees is 8.5. The CIA's average grade level is 11.5. What accounts for this difference? What is the average grade for minorities for the Agency overall and in the professional category?

Answer: CIA's average grade level is 11.3. Average grade for minorities overall is 9.7; average grade for professionals overall is 12.6; professional minorities is 12.2. The difference is attributed to exclusion of the IS and Commo banding pay scales.

6. If Richardson is at this meeting, he will ask about Hispanic programs. What percentage of minorities in the Agency are Hispanic overall and in the professional category? What are we doing to improve hiring of Hispanics. We may want to talk about the Flagship brochure.

Answer: See attached Agency minority population chart. The Flagship brochure is at the press now being printed in Spanish. The same answer as in number 2 applies to Hispanics.

7. What has the Agency done to inform former spouses of their rights? What are the results of these efforts? How many have applied? How long does it take to process their claims? What are we doing to get the word out to former spouses?

Answer: All annuitants and known former spouses were notified in 1987 by means of a mass mailing which included a summary of the legislation and application instructions. Internal notices including a worldwide cable were issued. Notices were published in the Federal Register, the legal notice section of the Washington Post, the Central Intelligence Retirees' Association (CIRA) newsletter, and the American Association of Retired Persons (AARP) newsletter. Similar action has been taken in 1988.

We have identified 186 former spouses. Applications for the benefits in the 1987 Act have been received from 103 former spouses, 75 of whom were found to be qualified. Applications for benefits in the 1988 Act have been recieved thus far and all have qualified.

It has taken two to three months to process the 1987 applications.

5.

~~SECRET~~AGENCY MINORITY POPULATIONBY SUBCATEGORY

(as of Jan. 29, 1988)

<u>RACE</u>	<u>OFFICER</u>	<u>TECHNICAL</u>	<u>CLERICAL</u>	<u>WAGE</u>	<u>TOTAL</u>	<u>%</u>
BLACK						8.71%
HISPANIC						8.71%
AMER NAT						1.54% ✓
ASIA/PAC						0.10%
OTHER						1.07%
TOTAL						0.29%
PERCENTAGE	7.86%	18.90%	20.99%	25.68%		11.71%

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The Central Intelligence Agency recruits at the following New Mexico universities:

New Mexico State University, Las Cruces, New Mexico

New Mexico Institute of Mining and Technology, Socorro, New Mexico

Eastern New Mexico University, Portales, New Mexico

University of New Mexico, Albuquerque, New Mexico

New Mexico Highlands University, Las Vegas, New Mexico (sent recruitment literature in lieu of visit)

St. Johns College, Santa Fe, New Mexico, (sent recruitment literature in lieu of visit)

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